

Indiana's Dentist Workforce

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Bowen Center for Health Workforce Research and
Policy



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Objectives

- Briefly describe the Bowen Center for Health Workforce Research and Policy
- Explain data sources/methods used to produce dentist workforce information
- Present data on current dentist workforce in Indiana
- Discuss implications



Bowen Center for Health Workforce Research and Policy (Bowen Center)

Indiana University School of Medicine



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Bowen Center: Who we are



- Housed within the Department of Family Medicine at IUSM
- Offices located in Long Hall
- Team of people (and partners) with training and expertise in **public health, policy, informatics, biostatistics, and geographic information systems**

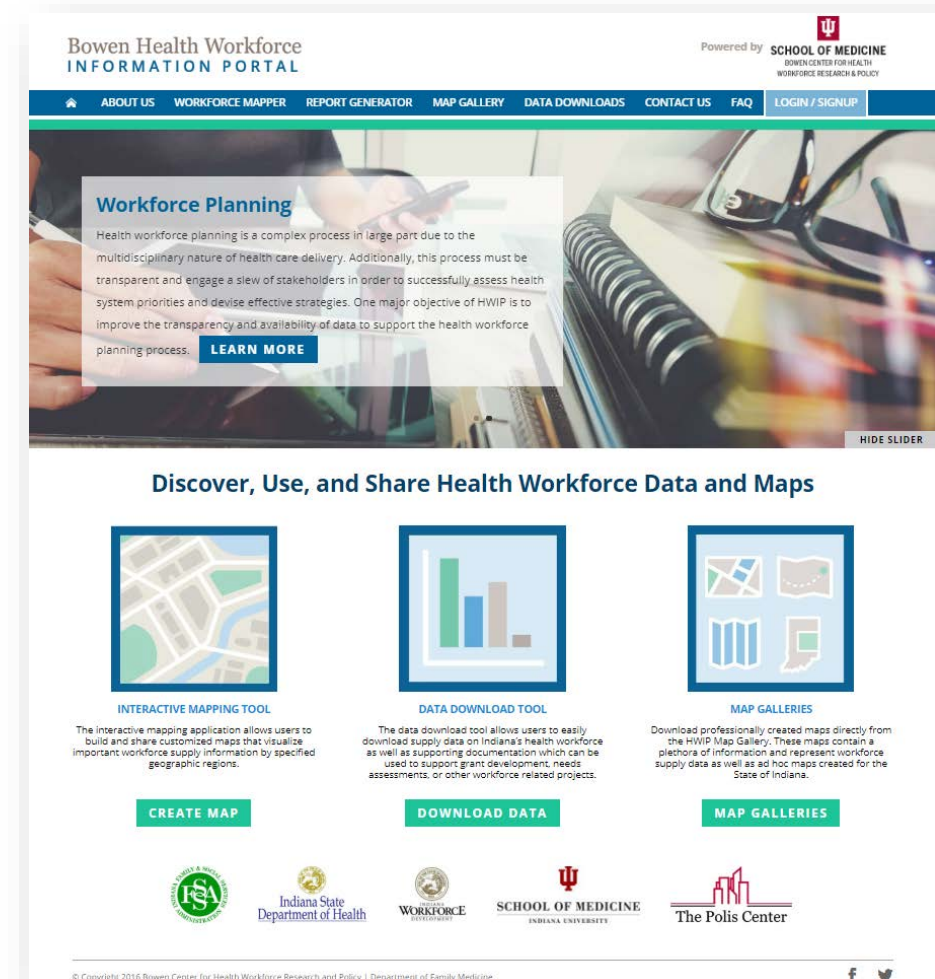


Bowen Center: What we do

- Data Coordination
 - Steward data on licensed health professions for State of Indiana
 - Produce and disseminate reports/white papers/etc.
 - Provide technical assistance to state leadership/ legislators/agencies and stakeholders
 - Manage health professional shortage area designation activities for the State of Indiana
- Policy Coordination
 - Support Governor's Health Workforce Council
 - Perform research and policy analyses
 - Provide ad hoc technical assistance



Bowen Center: Resources



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Bowen Center: Research

- Scholarship contributions include:
 - Dental
 - Psychiatry
 - Primary Care
 - Nursing
 - Health Systems/Centers

Dental safety net capacity: An innovative use of existing data to measure dentists' clinical engagement in state Medicaid programs

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Keywords

Medicaid; dental care; public policy; health policy; access to care; insurance; dental; Medicaid participation.

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Introduction

Cost and availability are major barriers to accessing dental care among low-income Americans and those residing in dental health professional shortage areas (DHPSA). Many Americans rely on the dental safety net to obtain preventive dental care and treatment. This safety net is composed of programs, organizations, and dental professionals all focused on

Abstract

Background: The demand for dentists available for state Medicaid populations has long outpaced the supply of such providers. To help understand the workforce dynamics, this study sought to develop a novel approach to measuring dentists' relative contribution to the dental safety net and, using this new measurement, identify demographic and practice characteristics predictive of dentists' willingness to participate in Indiana's Medicaid program.

Methods: We examined Medicaid claims data for 1,023 Indiana dentists. We fit generalized ordered logistic regression models to measure dentists' level of clinical engagement with Medicaid. Using a partial proportional odds specification model, we estimated proportional adjusted odds ratios for covariates and separate estimates for each contrast of nonproportional covariates.

Results: Though 75% of Medicaid-enrolled dentists were active providers, only 27% of them had 800 or more claims during fiscal year 2015. As has been shown in previous studies, our findings from the proportional odds model reinforced certain demographic and practice characteristics to be predictive of dentists' participation in state Medicaid programs.

Conclusions: In addition to confirming predictive factors for Medicaid enrollment, this study validated the clinical engagement measure as a reliable method to assess the level of Medicaid participation. Prior studies have been limited by self-reported data and variations in Medicaid claims reporting.

Practical implications: Our findings have implications for state Medicaid policymakers by enabling access to data regarding dental providers' level of participation in Medicaid in addition to identifying factors predictive of such participation. This information will inform Medicaid program plans and provider recruitment efforts.

reducing barriers to dental care access for underserved Americans (1).

State Medicaid programs are an important component of the dental safety net. These social insurance programs for low-income children and adults enable access to care by removing cost as a barrier. However, simply providing a form of public dental insurance does not ensure access. In order



Bowen Center: Policy

- Senate Enrolled Act 223

Requires specified licensed health practitioners to provide certain information related to the practitioner's work, including the practitioner's work with Medicaid patients, when renewing the practitioner's professional license online.

- Senate Enrolled Act 225

Establishes continuing education requirements for licensed health care practitioners who apply for a controlled substances registration.



Indiana's Dentist Workforce Data

Data Sources and Methods



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Dentist Workforce Data: Sources

- Dentist license data
 - License number
 - Name (first, last)*
 - Data of birth*
 - Initial license date*
 - Expiration date
 - *Variables collected at initial license application
- Dental license renewal survey
 - Demographic (gender, race, ethnicity,)
 - Educational (location of DDS and residency training)
 - Practice (employment status, specialty, setting, hours in patient care, safety-net participation)



Dentist Workforce Data: Methods

- Data files (license and survey) are cleaned and coded
- Data sets are merged using license number as the unique identifier
- License addresses are geocoded
- Data are stored in relational tables within the Indiana Health Professions Database



Indiana's Dentist Workforce

2018 License Renewal Survey



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Indiana Dental Licenses: May 2018

	N
Number Licensed in Indiana (renewed in 2018)	4,001
Active Licenses in Indiana	3,996
Total License Renewal Survey Respondents	3,688



Demographic Characteristics



Dentist Demographic Characteristics: Gender and Race by Age											
		Age Category									
Gender	Average Age	Less Than 35		35 - 44		45 - 54		55 - 64		65 and Older	
		N	%	N	%	N	%	N	%	N	%
Male	53.3	332	51.7	469	58.6	489	66.7	706	81.1	569	91.3
Female	43.4	308	48.0	325	40.6	236	32.2	155	17.8	43	6.9
Non-Respondents	55.4	2	0.3	7	0.9	8	1.1	9	1.0	11	1.8
Total	50.4	642	100.0	801	100.0	733	100.0	870	100.0	623	100.0
Race											
White	51.2	525	81.8	605	75.5	613	83.6	797	91.6	593	95.2
American Indiana/Alaska Native	50.4	0	0.0	0	0.0	1	0.1	1	0.1	0	0.0
Native Hawaiian/Pacific Islander	48.4	1	0.2	1	0.1	5	0.7	2	0.2	0	0.0
Black/African American	47.6	17	2.6	40	5.0	26	3.6	25	2.9	14	2.3
Asian	41.4	61	9.5	102	12.7	48	6.6	15	1.7	6	1.0
Other	44.4	14	2.2	15	1.9	16	2.2	7	0.8	3	0.5
Multiracial	42.5	20	3.1	36	4.5	28	3.8	10	1.1	5	0.8
Non-Respondents	50.3	4	0.6	17	2.1	12	1.6	13	1.5	5	0.8
Total	50.2	642	100.0	801	100.0	733	100.0	870	100.0	623	100.0
Ethnicity		N	%	N	%	N	%	N	%	N	%
Hispanic or Latino	44.9	13	2.0	26	3.3	26	3.6	16	1.8	2	0.3
Not Hispanic or Latino	49.9	591	92.1	673	84.0	597	81.5	741	85.2	525	84.3
Non-Respondents	52.9	38	5.9	102	12.7	110	15.0	113	13.0	96	15.4
Total	50.2	642	100.0	801	100.0	733	100.0	870	100.0	623	100.0

Dentist Demographic Characteristics: Race and Ethnicity by Gender

	Male		Female		Non-Respondents		Total	
Race	N	%	N	%	N	%	N	%
White	2292	88.9	831	77.5	25	67.6	3148	85.4
American Indian/Alaska Native	1	0.0	1	0.1	0	0.0	2	0.1
Native Hawaiian/Pacific Islander	5	0.2	4	0.4	0	0.0	9	0.2
Black/African American	63	2.4	58	5.4	3	8.1	124	3.4
Asian	126	4.9	105	9.8	3	8.1	234	6.3
Other	32	1.2	22	2.1	1	2.7	55	1.5
Multiracial	61	2.4	58	5.4	1	2.7	120	3.3
Non-Respondents	31	1.2	15	1.4	5	13.5	51	1.4
Total	2579	100.0	1072	100.0	37	100.0	3688	100.0
Ethnicity	N	%	N	%	N	%	N	%
Hispanic or Latino	40	1.6	43	4.0	1	2.7	84	2.3
Not Hispanic or Latino	2215	85.9	919	85.7	9	24.3	3143	85.2
Non-Respondents	324	12.6	110	10.3	27	73.0	461	12.5
Total	2579	100.0	1072	100.0	37	100.0	3688	100.0



Educational Characteristics



Dentist Educational Characteristics

Location of Training Program	N	%
Indiana	2,721	73.8
Contiguous State	602	16.3
Other US State	328	8.9
Another Country	19	0.5
Non-Respondents	18	0.5
Total	3,688	100.0



Highest Level of Training in Dentistry	N	%
Dental School-No residency completed	2,417	65.5
Residency-General Practice Residency	266	7.2
Residency-Orthodontics and Dentofacial Orthopedics	218	5.9
Residency-Pediatric Dentistry	164	4.5
Residency-Oral and Maxillofacial Surgery	156	4.2
Residency-Advanced Education in General Dentistry Programs (AEGD)	132	3.6
Residency-Endodontics	87	2.4
Residency-Periodontics	85	2.3
Residency-Prosthodontics	66	1.8
Non-Respondents	35	1.0
Residency-Other	32	0.9
Residency-Oral and Maxillofacial Pathology	11	0.3
Residency-Advanced General Dentistry Education Programs in Dental Anesthesiology	10	0.3
Residency-Dental Public Health	4	0.1
Residency-Advanced General Dentistry Education Programs in Orofacial Pain	2	0.1
Residency-Oral and Maxillofacial Radiology	2	0.1
Residency-Advanced General Dentistry Education Programs in Oral Medicine	1	0.0
Total	3,688	100.0

Highest Level of Training in Dentistry by Location of Dental Training Program												
Highest Level of Training in Dentistry	Indiana		Contiguous State		Other US State		Another Country (not U.S.)		Non-Respondents		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Dental School Only - No Residency	1898	69.8	361	60.0	154	47.0	4	21.1	0	0.0	2417	65.5
Any Residency	806	29.6	241	40.0	173	52.7	15	79.0	1	5.6	1236	33.5
Non-Respondents	17	0.6	0	0.0	1	0.3	0	0.0	17	94.4	35	1.0
Total	2721	100.0	602	100.0	328	100.0	19	100.0	18	100.0	3688	100.0



Practice Characteristics



Dental Work Position Employment Status

Employment Status	N	%
Actively working in a position that requires a dental license	3422	92.8
Actively working in a field other than dentistry	14	0.4
Unemployed and seeking work in the field of dentistry	36	1.0
Unemployed and not seeking work in the field of dentistry	17	0.5
Retired	157	4.3
Non-Respondents	42	1.1
Total	3688	100.0



Total

Dental Work Position Practice Type		
Dental Practice Type	N	%
General dental practice	2701	73.2
Dental public health	66	1.8
Endodontics	90	2.4
Oral and maxillofacial pathology	11	0.3
Oral and maxillofacial radiology	4	0.1
Oral and maxillofacial surgery	149	4.0
Orthodontics and dentofacial orthopedics	216	5.9
Other	91	2.5
Pediatric Dentistry	169	4.6
Periodontics	78	2.1
Prosthodontics	55	1.5
Non-Respondents	58	1.6
Total	3688	100.0



Total

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Primary Role by Location Where Dental Degree was Completed												
	Location Where Dental Degree was Completed											
	Indiana		Contiguous State		Other US State		Another Country (not U.S.)		Non-Respondent		Total	
Primary Role	N	%	N	%	N	%	N	%	N	%	N	%
Dental Educator (Academia)	70	2.6	19	3.2	20	6.1	2	10.5	0	0	111	3.0
Practicing Dentist (General Dentist or Specialist)	2502	92.0	548	91.0	280	85.4	15	79.0	1	5.56	3346	90.7
Dental/Insurance Industry Consultant	8	0.3	2	0.3	0	0.0	0	0.0	0	0	10	0.3
Dental Researcher	5	0.2	0	0.0	1	0.3	0	0.0	0	0	6	0.2
Federal Services Professional	25	0.9	3	0.5	5	1.5	0	0.0	0	0	33	0.9
Other – Dental Related	39	1.4	12	2.0	14	4.3	2	10.5	0	0	67	1.8
Other – Non-Dental Related	22	0.8	6	1.0	0	0.0	0	0.0	0	0	28	0.8
Non-Respondent	50	1.8	12	2.0	8	2.4	0	0.0	17	94.44	87	2.4
Total	2721	100.0	602	100.0	328	100.0	19	100.0	18	100	3688	100.0

Dentist Practice Location

Practice Location	N	%
Indiana	3077	83.4
Another State	463	12.6
Non-Respondent	148	4.0
Total	3688	100.0



Dentist Practice Characteristics Primary Practice Setting

Primary Practice Setting	N	%	Average Age
Dental office practice – solo practice	1810	49.1	53.0
Dental office practice – partnership	506	13.7	46.8
Dental office practice – group practice	777	21.1	45.6
Hospital/Clinic	70	1.9	48.3
Federal government hospital/clinic (includes military)	82	2.2	40.7
Health center (CHC/FQHC/FQHC look-alike)	54	1.5	42.5
Long-term care/nursing home/extended care facility (non-hospital)	17	0.5	62.8
Home health setting	2	0.1	66.4
Local health department	5	0.1	57.3
Other public health/community health setting	17	0.5	54.6
School health service	29	0.8	50.3
Mobile unit dentistry	9	0.2	48.3
Correctional facility	22	0.6	54.4
Indian health service	3	0.1	65.4
Headstart (including early Headstart)	0	0.0	0.0
Staffing organization	1	0.0	53.7
Teledentistry	3	0.1	64.3
Other setting	118	3.2	59.1
Non-Respondent	163	4.4	55.3
Total	3688	100.0	50.4

Dentist Practice Characteristics Primary Practice Setting by Ethnicity																
	White		American Indian/ Alaska Native		Native Hawaiian/ Pacific Islander		Black or African American		Asian		Other		Two or More Races		Non-Respondents	
Primary Practice Setting	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Dental office practice – solo practice	1604	51.0	0	0.0	4	44.4	42	33.9	98	41.9	19	34.6	42	35.0	20	39.2
Dental office practice – partnership	461	14.6	0	0.0	2	22.2	7	5.7	18	7.7	5	9.1	11	9.2	7	13.7
Dental office practice – group practice	610	19.4	1	50.0	2	22.2	40	32.3	77	32.9	21	38.2	40	33.3	7	13.7
Hospital/Clinic	55	1.8	0	0.0	0	0.0	3	2.4	10	4.3	1	1.8	2	1.7	0	0.0
Federal government hospital/clinic (includes military)	73	2.3	0	0.0	0	0.0	1	0.8	3	1.3	0	0.0	5	4.2	0	0.0
Health center (CHC/FQHC/FQHC look-alike)	30	1.0	0	0.0	0	0.0	13	10.5	4	1.7	3	5.5	7	5.8	0	0.0
Long-term care/nursing home/extended care facility (non-hospital)	17	0.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Home health setting	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Local health department	4	0.1	0	0.0	0	0.0	1	0.8	0	0.0	0	0.0	0	0.0	0	0.0
Other public health/community health setting	12	0.4	0	0.0	0	0.0	1	0.8	2	0.9	0	0.0	1	0.8	1	2.0
School health service	22	0.7	0	0.0	0	0.0	2	1.6	4	1.7	1	1.8	1	0.8	0	0.0
Mobile unit dentistry	8	0.3	0	0.0	0	0.0	0	0.0	1	0.4	0	0.0	0	0.0	0	0.0
Correctional facility	16	0.5	0	0.0	0	0.0	4	3.2	0	0.0	0	0.0	2	1.7	0	0.0
Indian health service	3	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Headstart (including early Headstart)	0	0.0	0	0.0		0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Staffing organization	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Teledentistry	3	0.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other setting	101	3.2	1	50.0	1	11.1	5	4.0	8	3.4	1	1.8	2	1.7	0	0.0
Non-Respondent	126	4.0	0	0.0	0	0.0	5	4.0	9	3.9	4	7.3	7	5.8	16	31.4
Total	3148	100.0	2	100.0	9	100.0	124	100.00	234	100.0	55	100.0	120	100.0	51	100.0

Dentist Practice Characteristics Primary Practice Setting by Location Where Dental Degree was Completed												
	Location Where Dental Degree was Completed											
	Indiana		Contiguous States		Other US State		Another Country (not U.S.)		Non-Respondent		Total	
Primary Practice Setting	N	%	N	%	N	%	N	%	N	%	N	%
Dental office practice – solo practice	1446	53.1	247	41.0	111	33.8	6	31.6	0	0.0	1810	49.1
Dental office practice – partnership	391	14.4	74	12.3	40	12.2	1	5.3	0	0.0	506	13.7
Dental office practice – group practice	489	18.0	184	30.6	95	29.0	8	42.1	1	5.6	777	21.1
Hospital/Clinic	48	1.8	9	1.5	13	4.0	0	0.0	0	0.0	70	1.9
Federal government hospital/clinic (includes military)	65	2.4	10	1.7	7	2.1	0	0.0	0	0.0	82	2.2
Health center (CHC/FQHC/FQHC look-alike)	27	1.0	13	2.2	13	4.0	1	5.3	0	0.0	54	1.5
Long-term care/nursing home/extended care facility (non-hospital)	8	0.3	6	1.0	3	0.9	0	0.0	0	0.0	17	0.5
Home health setting	2	0.1	0	0.0	0	0.0	0	0.0	0	0.0	2	0.1
Local health department	4	0.2	1	0.2	0	0.0	0	0.0	0	0.0	5	0.1
Other public health/community health setting	12	0.4	3	0.5	2	0.6	0	0.0	0	0.0	17	0.5
School health service	14	0.5	8	1.3	6	1.8	1	5.3	0	0.0	29	0.8
Mobile unit dentistry	5	0.2	3	0.5	1	0.3	0	0.0	0	0.0	9	0.2
Correctional facility	17	0.6	3	0.5	2	0.6	0	0.0	0	0.0	22	0.6
Indian health service	2	0.1	1	0.2	0	0.0	0	0.0	0	0.0	3	0.1
Headstart (including early Headstart)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Staffing organization	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
Teledentistry	1	0.0	1	0.2	1	0.3	0	0.0	0	0.0	3	0.1
Other setting	81	3.0	18	3.0	17	5.2	2	10.5	0	0.0	118	3.2
Non-Respondent	108	4.0	21	3.5	17	5.2	0	0.0	17	94.4	163	4.4
Total	2721	100.0	602	100.0	328	100.0	19	100.0	18	100.0	3688	100.0

Patient Panel



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Percent of Patient Panel on Medicaid

	N	%
I do not accept Medicaid	2,033	55.1
I accept Medicaid but have no Medicaid patients	54	1.5
Indiana Medicaid accounts for >0% - 5% of my practice	294	8.0
Indiana Medicaid accounts for 6% - 10% of my practice	201	5.5
Indiana Medicaid accounts for 11% - 20% of my practice	205	5.6
Indiana Medicaid accounts for 21% - 30% of my practice	226	6.1
Indiana Medicaid accounts for 31% - 50% of my practice	231	6.3
Indiana Medicaid accounts for greater than 50% of my practice	229	6.2
Non-Respondents	215	5.8
Total	3,688	100.0



Percent of Patient Panel on a Sliding Fee Scale

	N	%
I do not offer a sliding fee scale	2,906	78.8
I offer a sliding fee scale but have no patients on this payment schedule	34	0.9
Sliding fee patients account for >0% - 5% of my practice	121	3.3
Sliding fee patients account for 6% - 10% of my practice	62	1.7
Sliding fee patients account for 11% - 20% of my practice	62	1.7
Sliding fee patients account for 21% - 30% of my practice	53	1.4
Sliding fee patients account for 31% - 50% of my practice	68	1.8
Sliding fee patients account for greater than 50% of my practice	63	1.7
Non-Respondents	319	8.7
Total	3,688	100.0



Percent of Patient Panel on a Sliding Fee Scale		
Currently Accepting new Indiana Medicaid Patients	N	%
Yes	1,210	32.8
No	2,259	61.3
Non-Respondents	219	5.9
Total	3,688	100.0
Reasons for not Accepting Medicaid	N	%
Low Reimbursement Rates/Limited Coverage	128	3.5
Full Patient Panel/Established Patients Only	30	0.8
Administrative Burden (Billing, Credentialing, Paperwork)	46	1.3
Medicaid Patient Management (Noncompliance)	33	0.9
Not Enrolled as a Medicaid Provider	54	1.5
Practice Policy	0	0.0
Military/VA Provider	18	0.5
Services not Covered (e.g. Orthodontic services)	0	0.0
Serve Specific Population Group (Correction Inmates, School Based Care etc.)	13	0.4
Limited Service Provided to Medicaid Patients (Ordering and Referring)	10	0.3
Financial Cost/Burden	9	0.2
Changes in Medicaid Plans	7	0.2
Not Interested	6	0.2
Other Reason	18	0.5
Not Applicable (Locum Tenens, Non-Clinical, Free Clinic)	102	2.8
Non-Respondents	3,214	87.2
Total	3,688	100.0

Capacity



Dentist Capacity Average Hours a Week in Patient Care by Gender

	Male		Female		Non-Respondent		Total	
Average hours/week in patient care	N	%	N	%	N	%	N	%
0 hours per week	138	5.4	30	2.8	2	5.4	170	4.6
1-4 hours per week	48	1.9	20	1.9	0	0.0	68	1.8
5-8 hours per week	66	2.6	28	2.6	1	2.7	95	2.6
9-12 hours per week	52	2.0	24	2.2	0	0.0	76	2.1
13-16 hours per week	95	3.7	53	4.9	4	10.8	152	4.1
17-20 hours per week	136	5.3	58	5.4	4	10.8	198	5.4
21-24 hours per week	156	6.1	93	8.7	0	0.0	249	6.8
25-28 hours per week	218	8.5	112	10.5	5	13.5	335	9.1
29-32 hours per week	503	19.5	221	20.6	5	13.5	729	19.8
33-36 hours per week	626	24.3	226	21.1	7	18.9	859	23.3
37-40 hours per week	311	12.1	124	11.6	4	10.8	439	11.9
41 or more hours per week	98	3.8	25	2.3	1	2.7	124	3.4
Non-Respondents	132	5.1	58	5.4	4	10.8	194	5.3
Total	2,579	100.0	1,072	100.0	37	100.0	3,688	100.0



Dentist Capacity Average Hours a Week in Patient Care by Age

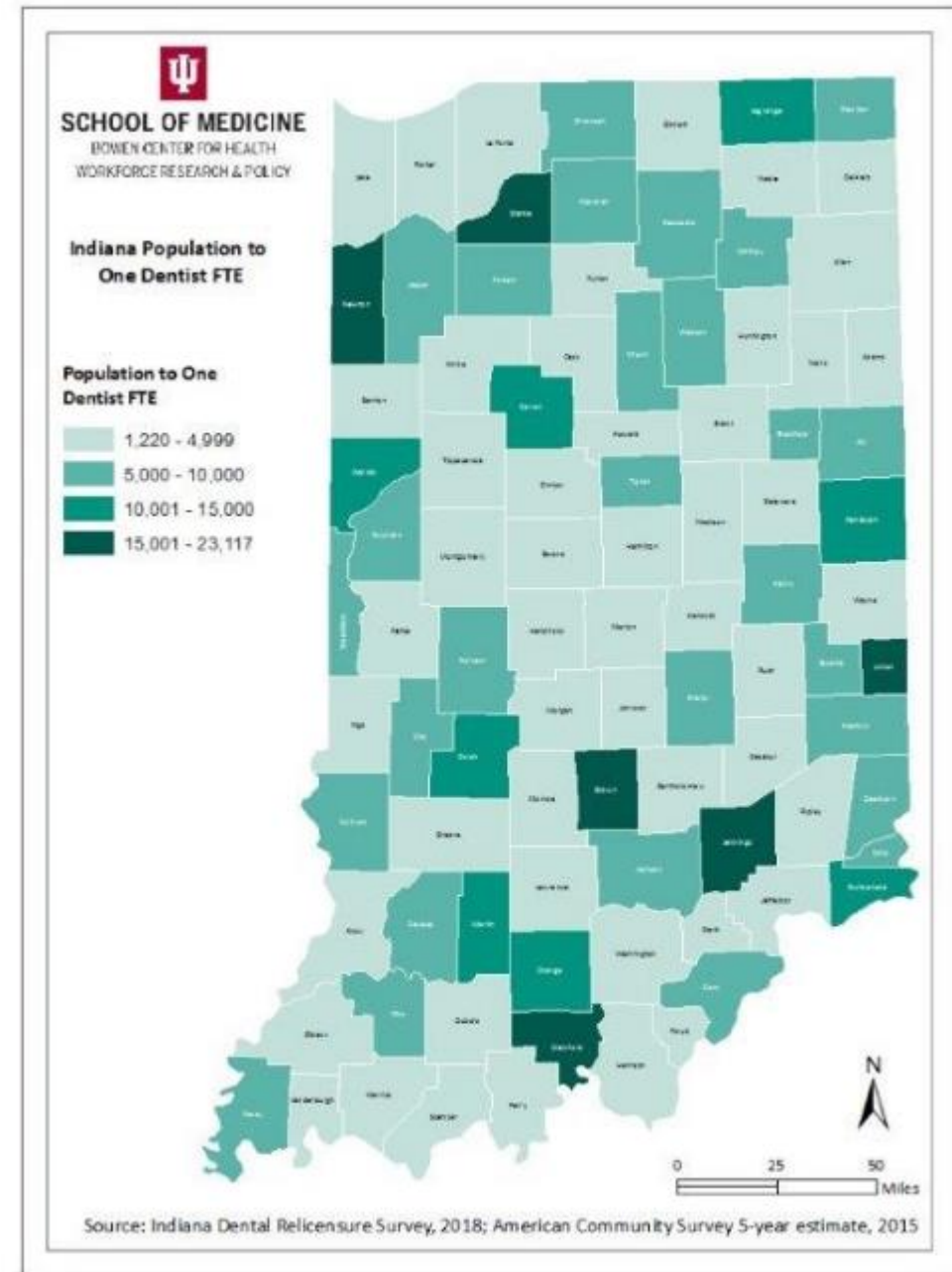
	Under 35		35 - 44		45 - 54		55 - 64		65 and Older	
Average hours/week in patient care	N	%	N	%	N	%	N	%	N	%
0 hours per week	3	0.5	12	1.5	13	1.8	43	4.9	97	15.6
1-4 hours per week	6	0.9	8	1.0	12	1.6	11	1.3	30	4.8
5-8 hours per week	6	0.9	13	1.6	12	1.6	21	2.4	43	6.9
9-12 hours per week	11	1.7	15	1.9	14	1.9	17	2.0	18	2.9
13-16 hours per week	23	3.6	37	4.6	29	4.0	29	3.3	33	5.3
17-20 hours per week	28	4.4	37	4.6	32	4.4	48	5.5	52	8.4
21-24 hours per week	42	6.5	61	7.6	50	6.8	52	6.0	41	6.6
25-28 hours per week	59	9.2	62	7.7	76	10.4	79	9.1	59	9.5
29-32 hours per week	131	20.4	170	21.2	162	22.1	187	21.5	75	12.0
33-36 hours per week	161	25.1	201	25.1	188	25.7	226	26.0	79	12.7
37-40 hours per week	103	16.0	114	14.2	96	13.1	95	10.9	30	4.8
41 or more hours per week	41	6.4	38	4.7	19	2.6	18	2.1	8	1.3
Non-Respondents	28	4.4	33	4.1	30	4.1	44	5.1	58	9.3
Total	642	100.0	801	100.0	733	100.0	870	100.0	623	100.0

Workforce Distribution

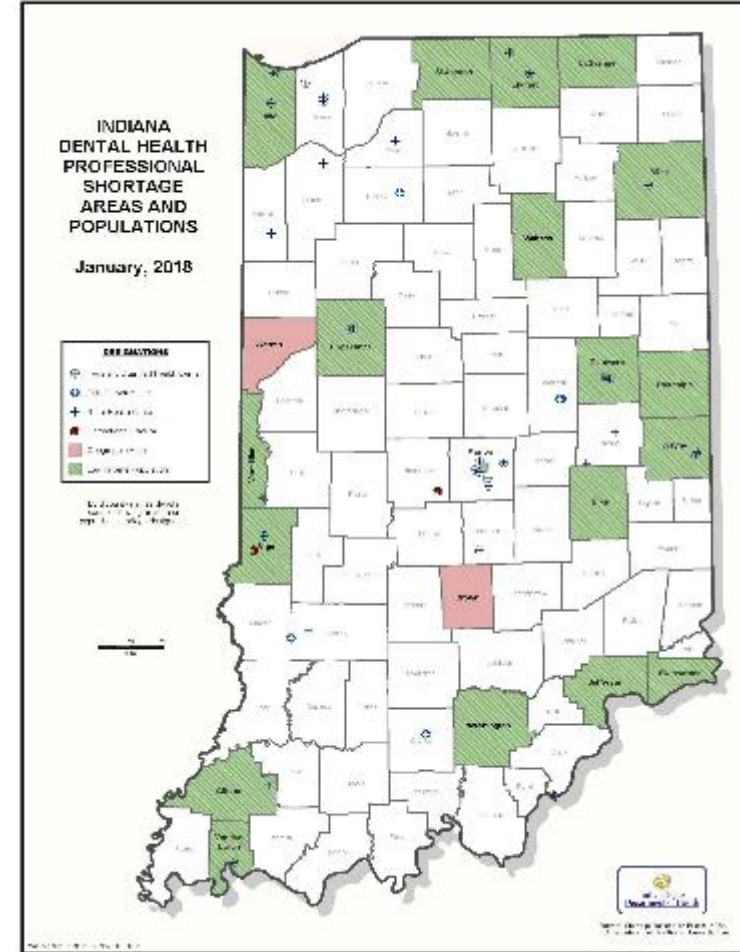
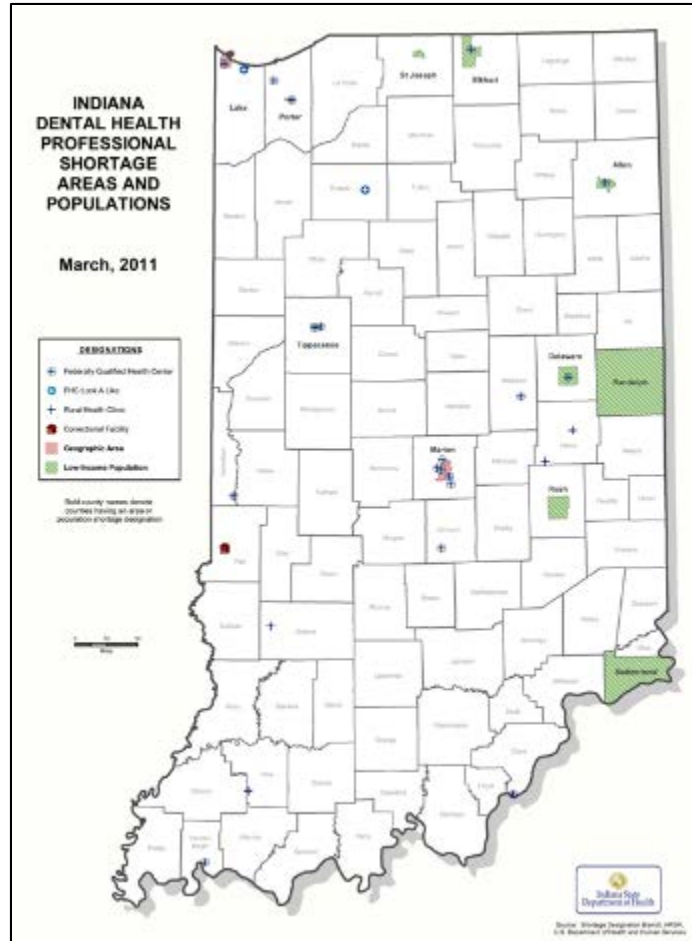


Distribution of Dental Licenses

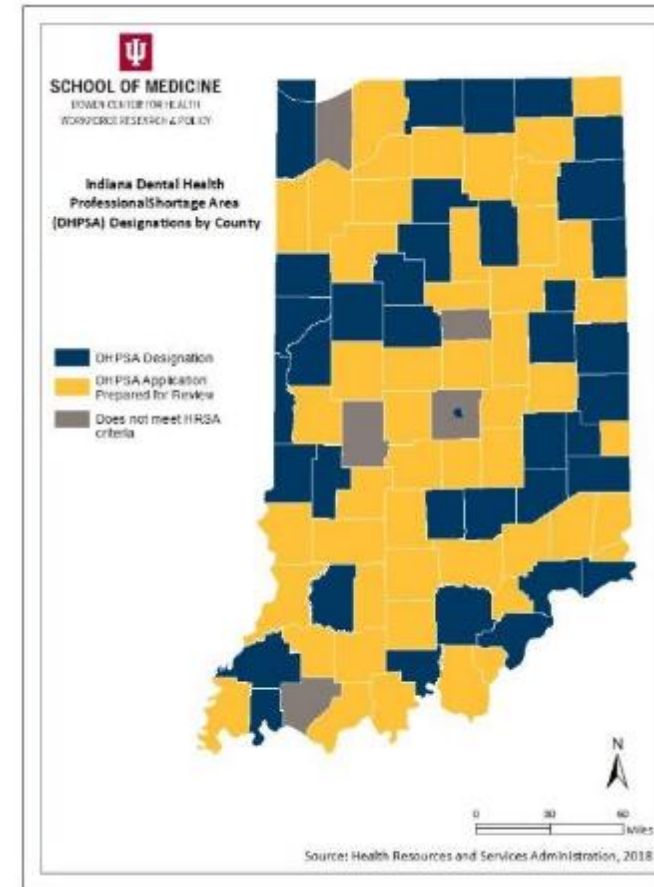
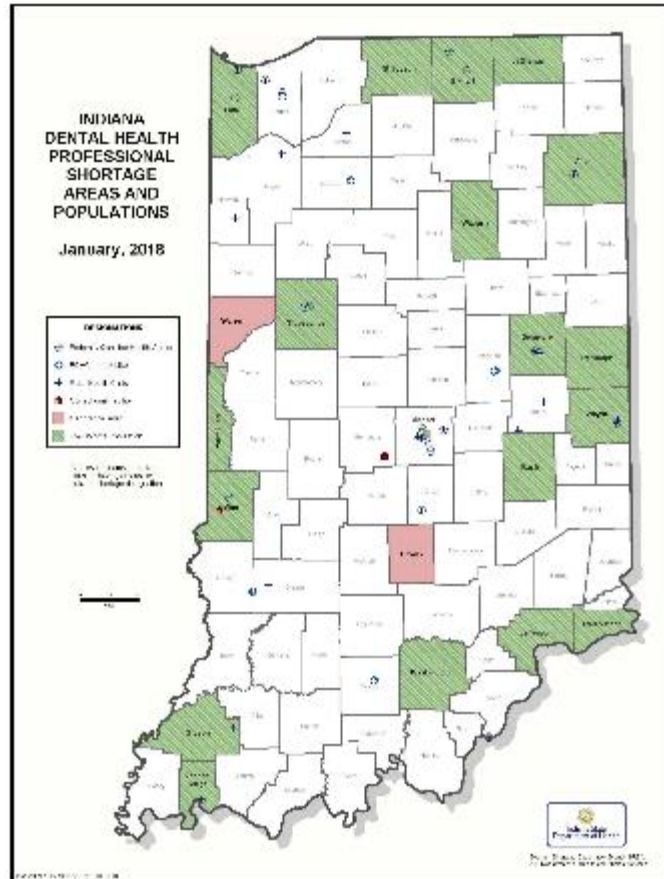
- Light green counties meet “sufficient capacity” based on the Department of Health and Human Services benchmark (5000 population to 1 dentists)
- Licenses are not the same as practicing providers



Dental Workforce Shortages



Dental Workforce Shortages



Discussion/Questions

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